

## **WRGB & WCWN \* Annual EEO Public File Report**

February 1, 2008 - January 31, 2009

The purpose of this EEO Public File Report is to comply with Section 73.2080 of the FCC's 2002 EEO Rule. This report is placed in the public inspection files and the WRGB website.

The information in this report covers the time period beginning February 1, 2008 to January 31, 2009 (the "Applicable Period"). The FCC's EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the outreach initiatives undertaken.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

\* Freedom Broadcasting of New York, Inc. acquired WCWN on December 5, 2006.

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February 1, 2008 - January 31, 2009**

**Appendix 1  
VACANCIES FILLED DURING REPORTING PERIOD**

	<b>Vacancy Title</b>	<b>Sources Used to Announce Vacancy</b>	<b>Source of Hiree</b>
1	Reporter	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p><b>New York State Broadcasters Association Website</b>  Sandy Hickey – <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a>  1805 Western Ave, Albany, NY  (518) 456-8943</p> <p>New York State Labor Dept  Donald Radley - <a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a>  600 Franklin Street, Schenectady, NY  (518) 347-1662</p> <p>National Association Of Broadcasters  <a href="http://www.nab.org/bcc/prgram">www.nab.org/bcc/prgram</a></p> <p>Times Union Newspaper  645 Albany-Shaker Rd Albany, NY  (518) 454-5000</p> <p>Daily Gazette Newspaper  2345 Maxon Rd Ext., Schenectady NY  (518) 382-1100</p> <p><a href="http://www.tvjobs.com">www.tvjobs.com</a></p>	Tvjobs.com
2	General Sales Manager	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>Times Union Newspaper  645 Albany-Shaker Rd Albany, NY  (518) 454-5000</p>	Decision Toolbox

		<p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>Decision Toolbox, Inc. 1526 14<sup>th</sup> Street, Suite 102 Santa Monica, CA. 90404 (562) 377-5663</p>	
3	Producer	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p><b>New York State Broadcasters Association Website</b> Sandy Hickey – <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a> 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - <a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a> 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p><a href="http://www.tvjobs.com">www.tvjobs.com</a></p>	Internal posting
4	Account Executive	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p><b>New York State Broadcasters Association Website</b> Sandy Hickey – <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a> 1805 Western Ave, Albany, NY (518) 456-8943</p>	Job fair

		<p>New York State Labor Dept  Donald Radley - <a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a>  600 Franklin Street, Schenectady, NY  (518) 347-1662</p>	
5	Account Executive	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>Daily Gazette Newspaper  2345 Maxon Rd Ext., Schenectady NY  (518) 382-1100</p> <p>Times Union Newspaper  645 Albany-Shaker Rd Albany, NY  (518) 454-5000</p> <p><b>New York State Broadcasters Association Website</b>  Sandy Hickey – <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a>  1805 Western Ave, Albany, NY  (518) 456-8943</p> <p>New York State Labor Dept  Donald Radley - <a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a>  600 Franklin Street, Schenectady, NY  (518) 347-1662</p>	<p>Yahoo hotjobs.com  via timesunion.com</p>
6	Producer	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>Times Union Newspaper  645 Albany-Shaker Rd Albany, NY  (518) 454-5000</p> <p>Daily Gazette Newspaper  2345 Maxon Rd Ext., Schenectady NY  (518) 382-1100</p> <p><b>New York State Broadcasters Association Website</b>  Sandy Hickey – <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a>  1805 Western Ave, Albany, NY</p>	<p>TVjobs.com</p>

		<p>(518) 456-8943</p> <p>New York State Labor Dept Donald Radley - <a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a> 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p><a href="http://www.tvjobs.com">www.tvjobs.com</a></p>	
7	Morning Anchor/Reporter	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p><b>New York State Broadcasters Association Website</b> Sandy Hickey – <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a> 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - <a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a> 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p><a href="http://www.tvjobs.com">www.tvjobs.com</a></p> <p><a href="http://www.medialine.com">www.medialine.com</a></p>	Tvjobs.com
8.	Morning Meteorologist	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p>	Times Union newspaper

		<p><b>New York State Broadcasters Association Website</b>  Sandy Hickey – <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a>  1805 Western Ave, Albany, NY  (518) 456-8943</p> <p>New York State Labor Dept  Donald Radley - <a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a>  600 Franklin Street, Schenectady, NY  (518) 347-1662</p> <p><a href="http://www.tvjobs.com">www.tvjobs.com</a></p> <p><a href="http://www.medialine.com">www.medialine.com</a></p>	
9	W/E Sports Anchor/Reporter	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p><b>New York State Broadcasters Association Website</b>  Sandy Hickey – <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a>  1805 Western Ave, Albany, NY  (518) 456-8943</p> <p>New York State Labor Dept  Donald Radley - <a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a>  600 Franklin Street, Schenectady, NY  (518) 347-1662</p> <p><a href="http://www.tvjobs.com">www.tvjobs.com</a></p> <p><a href="http://www.medialine.com">www.medialine.com</a></p>	Word of mouth/referral
10	Producer	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p><b>New York State Broadcasters Association Website</b>  Sandy Hickey – <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a>  1805 Western Ave, Albany, NY  (518) 456-8943</p> <p>New York State Labor Dept</p>	Internal promotion

		<p>Donald Radley - <a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a>  600 Franklin Street, Schenectady, NY  (518) 347-1662</p> <p>Schenectady Cty Job Fair</p> <p><a href="http://www.medialine.com">www.medialine.com</a></p>	
11	Anchor/Reporter	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>Times Union Newspaper  645 Albany-Shaker Rd Albany, NY  (518) 454-5000</p> <p>Daily Gazette Newspaper  2345 Maxon Rd Ext., Schenectady NY  (518) 382-1100</p> <p><b>New York State Broadcasters Association Website</b>  Sandy Hickey – <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a>  1805 Western Ave, Albany, NY  (518) 456-8943</p> <p>New York State Labor Dept  Donald Radley - <a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a>  600 Franklin Street, Schenectady, NY  (518) 347-1662</p> <p><a href="http://www.tvjobs.com">www.tvjobs.com</a></p> <p><a href="http://www.medialine.com">www.medialine.com</a></p>	Ch 6 website
12	Meteorologist	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>Times Union Newspaper  645 Albany-Shaker Rd Albany, NY  (518) 454-5000</p> <p>Daily Gazette Newspaper  2345 Maxon Rd Ext., Schenectady NY  (518) 382-1100</p>	Ch 6 website

		<b>New York State Broadcasters Association</b> <b>Website</b> Sandy Hickey – <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a> 1805 Western Ave, Albany, NY (518) 456-8943  New York State Labor Dept Donald Radley - <a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a> 600 Franklin Street, Schenectady, NY (518) 347-1662  <a href="http://www.tvjobs.com">www.tvjobs.com</a>  <a href="http://www.medialine.com">www.medialine.com</a>	

None of these organizations are entitled to vacancy notification except for those highlighted in bold font.

**Total Number of Persons Interviewed thru #12 : 72**

**Total Number Of Interviewees Per Recruiting/Referral Sources:**

Web/Internet	10
TVjobs.com	19
Newspaper – Times Union	2
Newspaper – Daily Gazette	2
Word of Mouth/ Referral	8
Internal Posting	8
Decision Toolbox, Inc.	7
Job Fair	3
Other unidentified	<u>13</u>
Total	72



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**Appendix 2  
RECRUITMENT SOURCE LIST**

**Albany/Colonie Regional  
Chamber of Commerce**  
Attn: Heather Romano  
One Computer Drive South  
Albany, NY 12205  
(518)453-5222 Fax: (518)458-1055  
Contact Preference: US Mail

**Arbor Hill Community Center**  
Attn: Donna Thompson, Director  
47 North Lark St.  
Albany, NY 12210  
(518)463-1516  
Contact Preference: US Mail  
**Centro Civico of Amsterdam, Inc.**  
Attn: Ladan Alomar, Executive Director  
143-145 East Main Street  
Amsterdam, NY 12010  
(518)842-3762 Fax: (518)842-9139  
[civico@telenet.net](mailto:civico@telenet.net)  
Contact Preference: US Mail

**City of Albany**  
Department of Administration  
Room 301  
City Hall  
Albany, NY 12207  
(518)434-5284  
James McCaffrey, Acting Commissioner  
Contact Preference: US Mail

**Carver Community Center**  
Attn: R. Walker  
813 Strong Street  
Schenectady, NY 12307  
(518)374-8456 Fax: (518)374-0751  
Contact Preference: US Mail

**Centro Civico**  
Attn: Dr. Cecilia Sanz  
20 Rensselaer St.  
Albany, NY 12202  
(518)465-1138  
Contact Preference: US Mail  
**AWRT & College of Saint Rose**  
Attn: Mary Alice Molgard, Job Bank  
Coordinator  
College of Saint Rose  
432 Western Ave, Box 121  
Albany, NY 12203  
(518)454-5265 Fax: (518)458-5446  
[molgardm@mail.strose.edu](mailto:molgardm@mail.strose.edu) or  
[www.strose.edu](http://www.strose.edu)  
Contact Preference: E-Mail

**Corporation For Public Broadcasting**  
Attn: Ms Yoko Arthur  
Employment Outreach Project  
901 E. St. NW  
Washington, DC 20004-2037  
(202)879-9600 Fax: (202)783-1019  
Contact Preference: US Mail

Career Development Center  
Attn: Thomas Tarantelli, Dir.  
RPI  
DCC RM. 209  
Troy, NY 12180  
(518)276-6234 Fax: (518)276-8787  
Contact Preference: US Mail

**Gay & Lesbian Community Council**

Attn: Carrie Knepp  
P.O. Box 131  
Albany, NY 12201  
(518)462-6138 Fax: (518)462-2101  
[cknepp@cdglcc.org](mailto:cknepp@cdglcc.org)  
Contact Preference: US Mail

**Hispanic Outreach Services**

Attn: Nilda Giraldi  
801 Stanley St.  
Schenectady, NY 12307  
(518)382-2004 Fax: (518)382-2695  
Contact Preference: US Mail

**Hispanic Outreach Services**

Attn: Maria Jeannette Gatto  
Youth Outreach Coordinator  
PO Box 577 (171 E. Main St.)  
Amsterdam, NY 12010  
(518)843-0004  
Contact Preference: US Mail

**The Leadership Institute**

Attn: Denise Chaykun  
Broadcast Media Placement  
Coordinator  
Steven P.J. Wood Building  
1101 North. Highland St.  
Arlington, VA 22201  
(703)247-2000 Fax: (703)247-2001  
Contact Preference: US Mail

**NAACP**

Attn: Anne Pope

**Hispanic Outreach Services**

Attn: Anne Tranelli, CSJ  
40 North Main Avenue  
Albany, NY 122003  
(518)453-6655 Fax: (518)453-6792  
Contact Preference: US Mail

**NCAAP**

Attn: Olivia Adams  
955 State Street  
Schenectady, NY 12307  
(518)372-4409 Fax: (518)372-5143  
[mcmctap@mybizz.net](mailto:mcmctap@mybizz.net) (omit as of  
12/23/03)  
Contact Preference: US Mail

**Hispanic Outreach Services**

Attn: Beatrice Aviles  
30 Ontario St.  
Albany, NY 12206-2427  
(518)463-1217 Fax: (518)463-1217  
Contact Preference: US Mail

**Hudson Valley Community College**

Attn: Center for Careers & Employment  
80 Vandenburg Ave.  
Troy, NY 12180  
(518)629-7326 Fax: (518)629-7508  
[cce@hvcc.edu](mailto:cce@hvcc.edu)  
Mark Schmiedeshoff, Director  
Contact Preference: E-Mail

**New York State Broadcasters**

Attn: Sandy Hickey  
Job Bank  
115A Great Oak Office Park  
Albany, NY 12203  
(518)456-8888 Fax: 456-8943  
[sandy@nysbroadcastersassn.org](mailto:sandy@nysbroadcastersassn.org)  
Contact Preference: Web Site

**New York State Job Service**

Attn: Donald Radley  
NYS Dept. of Labor

P.O. Box 2544  
Albany, NY 12220-0544  
(518)462-1823  
Contact Preference: US Mail

600 Franklin St.  
Schenectady, NY 12305  
(518)347-1662 Fax: (518)347-0563  
[www.ajb.dni.us/ny/employer/](http://www.ajb.dni.us/ny/employer/)  
Contact Preference: Web Site

Schenectady County Community  
College  
Attn: Carolyn T. Pinn  
Coordinator of Personnel /AAO  
Planning & Development  
78 Washington Avenue  
Schenectady, NY 12305  
(518)381-1200x 113 Fax: (518)346-  
0379  
Contact Preference: US Mail or Fax

University At Albany  
Career Development  
ULB-69  
1400 Washington Avenue  
Albany, NY 12222  
(518)442-5515 Fax: (518)442-5005  
[career@uamail.albany.edu](mailto:career@uamail.albany.edu)  
Contact Preference: US Mail

Albany Co Dept of Human Resources  
Attn: Kai N. Earle,  
Director of Affirmative Action  
112 State St.- Suite 670  
Albany, NY 12207  
[kearle@albanycounty.com](mailto:kearle@albanycounty.com)  
Contact Preference: E-mail

**The Sage Colleges-Troy Campus**  
Attn: Laurie Anderson  
Career Development Center  
45 Ferry Street  
Troy, NY 12180  
(518)244-2272 Fax: (518)244-6865  
[www.nacelink.com](http://www.nacelink.com)  
[www.sage.edu](http://www.sage.edu)  
Contact Preference: Web Site

One Hundred Black Men  
52 Chestnut Lane  
Schenectady, NY 12309  
Contact Preference: US Mail

Skidmore College  
Office of Career Planning  
Saratoga Springs, NY 12866  
Contact Preference: US Mail

Center for Law & Justice  
Pine West Plaza-Bldg.2  
Washington Ave. Ext.  
Albany, NY 12205  
Contact Preference: US Mail

**The Women's Building, Inc.**  
Attn: Liz Bryant, Coordinator  
79 Central Avenue  
Albany, NY 12206  
(518)465-1597 Fax: (518)465-1598  
Contact Preference: US Mail

Women's Press Club of NYS, Inc.  
WPC Newsletter  
PO Box 13493  
Albany, NY 12212-3493  
Attn: Nancy Curran, Editor,  
Newsletter  
1868 Eastern Parkway  
Schenectady, NY 12309  
393-5904 Office: 377-3810  
Contact Preference: US Mail

Refugee Resettlement Program  
218 Nott Terrace  
Schenectady, NY 12307  
Contact Preference: US Mail

Connecticut School of Broadcasting  
NYC Career Service  
377 Route 17 South-Penthouse  
Hasbrouck Heights, NJ 07604  
Contact Preference: US Mail

Women's Employment & Resource Center  
Attn: Elizabeth Miller, Executive Director  
175 Central Ave, 3<sup>rd</sup> Floor  
Albany, NY 12206  
(518)462-7600 ext 187  
[www.cdwercc.org](http://www.cdwercc.org)  
Contact Preference: US Mail

None of these organizations are entitled to vacancy notification except for those highlighted in bold font.

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**Appendix 3  
RECRUITMENT INITIATIVES**

**Outreach Initiative #1**

Participate in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions.

WRGB News personnel participated in the following events during the reporting period:

3/18/08            Meteorologist participated in Career Day for the 8<sup>th</sup> grade students at W.K. Doyle Middle School

3/20/08            Anchor participated in a panel discussion on the benefits of technology on non-technology professions. Hosted by the College of Saint Rose as part of it's "Young Professionals Networking Reception Series".

4/23/08            Meteorologist presented a Broadcast Meteorology exhibit at the "Science in the World Around Us" Sage Science Discovery Night at Gowana Middle School.

9/19/08            Meteorologist discussed meteorology as a career path to SUNY Albany's ATM 210 class.

Various           Meteorologist presented weather forecasting and reporting to the 3<sup>rd</sup> grade class at Woestina Elementary on 12/2/08, the 5<sup>th</sup> grade class at Pinewood School on 10/15/08, the 3<sup>rd</sup> & 4<sup>th</sup> grade class at Molly Stark Elementary on 5/22/08, the 3<sup>rd</sup> grade class at Forts Ferry Elementary on 6/18/08, the 3<sup>rd</sup> grade class at Blue Creek Elementary on 5/1/08, the 3<sup>rd</sup> grade class at Saddlewood Elementary on 3/18/08, the 2<sup>nd</sup> grade class at Zoller Elementary on 3/11/08, the 5<sup>th</sup> grade class at Our Savior's Lutheran School on 2/26/08, the 4<sup>th</sup> grade class at Waterford/Halfmoon on 2/14/08.

**Outreach Initiative #2**

Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Our 2008 internship programs attracted 17 college students. One interned in the Graphics Department, the remainder in News. The colleges represented were Siena College, New School of Radio and TV, Union College, SUNY Albany, SUNY Brockport, Ithaca College, Long Island University, Adirondack Community College and Marist College. Interns receive school credit and are monitored by a teacher/coordinator.

### **Outreach Initiative #3**

Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

WRGB/WCWN provides on-going training to management and supervisory personnel.

3/14/08 Business/HR Manager led a discussion on the "seven steps" courts and arbitrators use to determine if workplace discipline is carried out properly.

3/19/08 Newly hired General Sales Manager viewed a dvd entitled EEO Compliance For Supervisors and Managers." He signed a statement acknowledging such , receiving the station policies entitled "Anti-Harassment/Non-Discrimination" and "WRGB Information Systems" and acknowledging his responsibility as a supervisor/manager to comply with and enforce EEO rules and station policies.

### **Outreach Initiative #4**

Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Dr. Martin Luther King, Jr. Job Fair April 17, 2008  
General Sales Manager, Local Sales Managers WRGB & WCWN, Sales Director WCWN,  
Creative Services Manager, Production Manager, Business/HR Manager

Schenectady County Community Job Fair October 23, 2008  
General Manager, Local Sales Managers WRGB & WCWN, Creative Services Manager, Traffic  
Manager, Production Manager, Business/HR Manager

### **Outreach Initiative #5**

Participate in at least four activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.

WRGB News personnel participated in the following events during the reporting period:

5/1/08 Anchor spoke to the Schenectady Rotary and discussed his recent news stories, how they were developed and requested feedback and comments.

5/16/08 Reporter was keynote speaker for the Albany affiliate of National Black Child Development Institute's annual membership and recognition dinner. She spoke to approximately 100 students, parents and community members about the rewards and challenges of her career as a television reporter. The theme of the event was "Building Bridges to Excellence On Behalf Of Our Children".

11/11/08 News Producer and Meteorologist hosted a tour of the studio and discussed how weathercasts are developed to a group of 5<sup>th</sup> grade cub scouts from the Galway troop.

# CERTIFICATE OF COMPLIANCE

The New York State Broadcasters Association, Inc.  
"Broadcasting Career Fair"

*This will certify that*

## **WRGB-TV**

Was a Co-Sponsor of the Broadcasting Internet Career Fair in March 2008.

The station(s) promoted the event by broadcasting announcements over the two weeks prior to the event. Station personnel participated on the Publicity and Implementation Committees. And, on the day of the event, station personnel interviewed attendees.

April 2, 2008

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Richard D. Novik  
Senior Vice President  
NYSBA, Inc.  
1805 Western Avenue  
Albany, NY 12203  
(518) 456-8888  
[www.nysbroadcasters.org](http://www.nysbroadcasters.org)

Freedom Broadcast  
EEO Outreach Initiative  
National Association of Broadcast  
Education Foundation

On Wednesday April 22, 2009 Freedom Broadcast participated in the NAB Education Foundation Career Day at the NAB Annual conference held in Las Vegas, Nevada from 10am – 3:30pm located at the Las Vegas Hilton. Deborah Mills Sr Director of HR for Freedom Broadcast, Lisa Jackson News Director for WRGB-TV from Albany, New York along with Bill Rinchik VP, Finance represented all the Freedom Broadcast stations to include: WRGB, WPEC, KTVL, KFDM, WTVG, WWMT, WLAJ and our CW stations.

Twenty Four organizations participated in the day long event. Over 1000 (One Thousand) job seekers attended the event with a high percentage of new college graduates looking for opportunities to intern or get their first job in television. Many of the job seekers this year came fully equipped and trained to be video journalist experienced to shoot, write and edit their stories. A large group of more experienced workers that have lost jobs due to contract elimination or job cuts also perused the jobs and expressed interest in career opportunities with Freedom.

Our table display listed information about careers at each of the stations including handouts about careers in broadcast, current position vacancies and the process for applying through the Freedom web site. Our job opportunities and table display information attracted many job seekers to our table and the line of job seekers never stopped between 10am and 3:30pm. We provided individual feedback and job counseling to over 300 and accepted over 160 resumes and DVD's for our posted position vacancies throughout the country. We referred many applicants through our literature to our web site at [freedom.com](http://freedom.com) for additional information along with direct contact information to the local station.

Although it was a smaller employer representation than in previous years, we appreciated the opportunity to provide career counseling to new graduates, resume critiques and suggestions to experienced job seekers. This year's event was extremely successful for our stations and attendees.

Sr. Director HR  
Freedom Broadcast  
Deborah Mills



EEO Outreach Initiative 2009  
Palm Beach Community College, Florida  
April 2009

On April 2, 2009 Freedom Broadcast and WPEC-TV participated in the Palm Beach Community College Job Fair 2009. The job fair was held at the Lake Worth Campus Career Center in Florida on Thursday from 9:30am-1:30pm. Deborah Mills Sr Director of HR for Freedom Broadcast and Ursula Peak HR representative for WPEC TV represented WPEC as well as KTVL, KFDM, WTVL WRGB, WWMT, WLAJ and our CW stations.

Fifty five organizations participated in the event along with eleven colleges and universities. The attendee line wrapped around the building and by the end of the day two thousand job seekers attended the event.

Our table display on Broadcast careers included details on careers, current job openings and attracted many job seekers to our display for advice. We provided hours of one on one time, in the worst job market in decades, to many of the candidates discussing new career opportunities in the broadcast field and referred those qualified to our locations with job vacancies. We accepted approximately 40 resumes and referred many applicants through our literature to our web site at [freedom.com](http://freedom.com) for additional information. Other applicants that were interested in locations outside the Florida area were referred to our web site to apply directly on line at the freedom web site.

This was a successful outreach initiative that not only reached out to candidates looking for new careers but also provided career guidance in a tight job market.

Sr. Director Hr  
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Deborah Mills